



FISCAL YEAR 2015 MEMBER PROFILE

As of June 30, 2015
MSEP | MSEP 2000 | MSEP 2011

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Except for the summary information on pages 12-15 the Fiscal Year 2015 MOSERS Member Profile Summary does not include data on employees of colleges & universities, local payroll agencies, legislators, statewide elected officials, judges, administrative law judges & legal advisors, or members of the MoDOT & Patrol Employees' Retirement System (MPERS). This report is intended to give users an understanding of average state employees working at or retired from active service from the agencies listed (SAM II Agencies).

OVERVIEW

FY15 Active Members

As of June 30, 2015

Department Name	FY15 Count	Average Entry Age	Average Salary	Average Years of Service	Eligible to Retire (Normal) FY15
Agriculture	323	33.20	\$41,750	12.43	67
Conservation	1,378	30.48	\$43,366	14.41	226
Corrections	10,866	33.49	\$33,013	10.33	1,154
Economic Development	777	34.32	\$44,953	13.12	180
Elementary & Secondary Education	1,690	34.71	\$34,507	11.57	264
Health	1,713	33.57	\$40,820	11.98	253
Higher Education	56	30.98	\$46,115	12.75	10
Highway & Transportation*	24	28.28	\$46,351	20.10	5
Insurance	515	31.21	\$51,035	12.13	68
Judiciary	2,831	34.35	\$33,875	11.97	468
Labor & Industrial Relations	700	32.97	\$38,647	12.96	135
Legislature	377	28.98	\$44,171	12.51	79
Mental Health	6,604	33.07	\$36,017	9.71	757
Natural Resources	1,404	32.21	\$40,967	12.91	223
Office of Administration	1,754	31.63	\$44,624	14.08	280
Public Safety	2,349	35.63	\$33,344	7.75	202
Revenue	1,262	29.50	\$34,191	11.78	183
Social Services	6,894	31.98	\$33,881	10.97	796
State Public Defender	582	32.17	\$46,189	9.45	63
TOTALS	42,099	32.98	\$36,112	10.99	5,413**

* Data for Highway and Transportation include only a small group of employees who are grandfathered in as members of MOSERS. Data should not be interpreted as reflective of the agency's workforce as a whole.

**Includes all members eligible to retire as of 6-30-2015; several of whom were previously eligible.

OVERVIEW

FY15 New Retirees

As of June 30, 2015

Department Name	FY15 Count	Average Retirement Age	Average Years of Service	Average FAP** Annualized	Average Annual Benefit
Agriculture	8	59.98	29.58	\$40,802.01	\$25,811.76
Conservation	43	58.18	28.47	\$51,658.46	\$30,515.64
Corrections	374	61.49	21.31	\$34,690.35	\$14,602.44
Economic Development	36	62.94	20.93	\$44,248.87	\$17,327.28
Elementary & Secondary Education	77	61.93	22.85	\$39,000.72	\$16,618.92
Health	64	60.27	24.16	\$44,665.70	\$21,728.88
Higher Education*	1	59.99	8.58	\$32,414.04	\$4,185.72
Highway & Transportation	2	60.83	26.58	\$48,404.76	\$23,723.76
Insurance	19	61.03	22.38	\$45,908.03	\$23,264.16
Judiciary	122	61.37	24.62	\$37,858.34	\$19,070.16
Labor & Industrial Relations	33	59.74	25.05	\$36,413.76	\$19,124.52
Legislature	17	60.13	29.60	\$48,842.32	\$29,355.36
Mental Health	233	60.41	23.05	\$38,678.85	\$18,366.72
Natural Resources	78	60.19	24.44	\$41,482.42	\$19,907.28
Office of Administration	81	59.71	26.52	\$46,371.69	\$25,198.08
Public Safety	79	62.38	19.66	\$37,322.22	\$15,118.92
Revenue	66	59.69	27.22	\$36,102.41	\$20,145.60
Social Services	207	60.87	23.74	\$34,971.06	\$17,070.96
State Public Defender	18	59.53	25.12	\$63,174.66	\$32,967.12
TOTALS	1,558	60.87	23.40	\$38,729.13	\$18,452.44

*Data for retirees at Higher Education should not be considered representative of the agency since they had only one retiree in FY15.

**This is the average of all new retirees' final average pay (FAP). FAP is defined as the average of the employee's highest 36 full consecutive months of compensation. It is one part of the three-part formula used for calculating retirement benefits: $FAP \times Credited\ Service \times Multiplier = Monthly\ Benefit$.

ACTIVE

Average Entry Age of New Hires

As of June 30 of each year

Department Name	FY14 Count	FY14 Average Entry Age	FY15 Count	FY15 Average Entry Age
Agriculture	25	33.36	26	35.02
Conservation	60	33.70	94	31.43
Corrections	1,213	33.13	1,336	31.33
Economic Development	54	32.40	74	39.15
Elementary & Secondary Education	192	37.79	159	39.65
Health	152	37.22	132	36.56
Higher Education	2	31.83	4	28.10
Highway & Transportation	-	-	-	-
Insurance	38	34.33	34	37.89
Judiciary	258	35.92	325	36.64
Labor & Industrial Relations	23	37.91	32	36.62
Legislature	36	34.39	44	28.01
Mental Health	1,148	32.53	1,019	32.13
Natural Resources	111	33.24	106	34.65
Office of Administration	99	36.45	133	37.05
Public Safety	512	33.83	579	34.64
Revenue	173	30.91	173	30.59
Social Services	882	33.28	818	33.71
State Public Defender	60	34.25	82	31.66
TOTALS	5,038	33.58	5,170	33.33

- **Average Entry Age for New Hires:** 33.33 for new state employees hired during FY15
- **10 Years Ago:** 34.7 in FY05

ACTIVE

Average Years of Service of Active Employees

As of June 30 of each year

Department Name	FY14 Count	FY14 Average Years of Service	FY15 Count	FY15 Average Years of Service
Agriculture	304	12.92	323	12.43
Conservation	1,391	14.44	1,378	14.41
Corrections	10,967	10.39	10,866	10.33
Economic Development	783	13.55	777	13.12
Elementary & Secondary Education	1,720	11.59	1,690	11.57
Health	1,716	11.97	1,713	11.98
Higher Education	51	12.41	56	12.75
Highway & Transportation	26	19.59	24	20.10
Insurance	523	11.97	515	12.13
Judiciary	2,857	12.21	2,831	11.97
Labor & Industrial Relations	757	12.51	700	12.96
Legislature	393	13.13	377	12.51
Mental Health	6,827	9.75	6,604	9.71
Natural Resources	1,446	13.04	1,404	12.91
Office of Administration	1,720	14.60	1,754	14.08
Public Safety	2,392	7.71	2,349	7.75
Revenue	1,325	12.33	1,262	11.78
Social Services	6,971	11.02	6,894	10.97
State Public Defender	574	10.06	582	9.45
TOTALS	42,743	11.09	42,099	10.99

- **Average Service for Active State Employees:** 10.99 years in FY15
- **10 Years Ago:** 10.1 years in FY05

See page 9 for details regarding average service for new retirees (23.4 years).

ACTIVE

Average Salary of Active Employees

As of June 30 of each year

Department Name	FY14 Count	FY14 Average Salary	FY15 Count	FY15 Average Salary
Agriculture	304	\$41,013	323	\$41,750
Conservation	1,391	\$43,448	1,378	\$43,366
Corrections	10,967	\$32,093	10,866	\$33,013
Economic Development	783	\$44,698	777	\$44,953
Elementary & Secondary Education	1,720	\$34,132	1,690	\$34,507
Health	1,716	\$40,317	1,713	\$40,820
Higher Education	51	\$45,712	56	\$46,115
Highway & Transportation	26	\$45,644	24	\$46,351
Insurance	523	\$48,906	515	\$51,035
Judiciary	2,857	\$33,547	2,831	\$33,875
Labor & Industrial Relations	757	\$38,211	700	\$38,647
Legislature	393	\$43,330	377	\$44,171
Mental Health	6,827	\$35,215	6,604	\$36,017
Natural Resources	1,446	\$40,228	1,404	\$40,967
Office of Administration	1,720	\$44,142	1,754	\$44,624
Public Safety	2,392	\$32,538	2,349	\$33,344
Revenue	1,325	\$33,610	1,262	\$34,191
Social Services	6,971	\$32,777	6,894	\$33,881
State Public Defender	574	\$46,739	582	\$46,189
TOTALS	42,743	\$35,347	42,099	\$36,112

- **Average Salary for Active State Employees:** \$36,112 in FY15

ACTIVE

Active Employees Eligible to Retire (Normal) FY15-FY19

As of June 30 of each year

Department Name	FY15 Count	FY15*	FY16	FY17	FY18	FY19	Totals	%
Agriculture	323	67	17	19	5	9	117	36.2%
Conservation	1,378	226	56	37	47	48	414	30.0%
Corrections	10,866	1,154	270	330	309	336	2,399	22.1%
Economic Development	777	180	20	29	29	24	282	36.3%
Elementary & Secondary Education	1,690	264	59	45	52	58	478	28.3%
Health	1,713	253	56	70	62	46	487	28.4%
Higher Education	56	10	1	1	2	1	15	26.8%
Highway & Transportation	24	5	1	1	0	1	8	33.3%
Insurance	515	68	16	18	16	16	134	26.0%
Judiciary	2,831	468	77	115	90	73	823	29.1%
Labor & Industrial Relations	700	135	19	20	22	23	219	31.3%
Legislature	377	79	9	8	12	14	122	32.4%
Mental Health	6,604	757	164	176	169	193	1,459	22.1%
Natural Resources	1,404	223	52	39	61	35	410	29.2%
Office of Administration	1,754	280	69	74	79	78	580	33.1%
Public Safety	2,349	202	61	49	55	76	443	18.9%
Revenue	1,262	183	30	30	35	32	310	24.6%
Social Services	6,894	796	172	179	212	210	1,569	22.8%
State Public Defender	582	63	12	21	21	8	125	21.5%
TOTALS	42,099	5,413*	1,161	1,261	1,278	1,281	10,394	24.7%

- **Retirement Eligibility:** 10,394 active members employed at the beginning of FY15 will be eligible for **normal** retirement by June 30, 2019 (24.7%)
- **10 Years Ago:** 9,087 active members employed at the beginning of FY05 would be eligible for normal retirement by June 30, 2009 (19.6%)

*Includes all members eligible to retire as of 6-30-2015; several of whom were previously eligible.

RETIRED

from active service

Average Age at Retirement of New Retirees

As of June 30 of each year

Department Name	FY14 Count	FY14 Average Age at Retirement	FY15 Count	FY15 Average Age at Retirement
Agriculture	13	62.39	8	59.98
Conservation	37	59.44	43	58.18
Corrections	305	62.02	374	61.49
Economic Development	31	61.17	36	62.94
Elementary & Secondary Education	73	61.87	77	61.93
Health	64	60.64	64	60.27
Higher Education	0	-	1	59.99
Highway & Transportation	0	-	2	60.83
Insurance	18	62.06	19	61.03
Judiciary	83	62.16	122	61.37
Labor & Industrial Relations	24	61.64	33	59.74
Legislature	7	59.68	17	60.13
Mental Health	221	60.37	233	60.41
Natural Resources	57	60.76	78	60.19
Office of Administration	88	59.43	81	59.71
Public Safety	62	61.97	79	62.38
Revenue	37	59.11	66	59.69
Social Services	253	60.58	207	60.87
State Public Defender	9	62.57	18	59.53
TOTALS	2,363	61.03	1,558	60.87

- **Average Age at Retirement for New Retirees** (from active service): 60.87 years in FY15
- **10 Years Ago:** 59.4 years in FY05

RETIRED

from active service

Average Years of Service of New Retirees

As of June 30 of each year

Department Name	FY14 Count	FY14 Average Years of Service	FY15 Count	FY15 Average Years of Service
Agriculture	13	20.14	8	29.58
Conservation	37	26.93	43	28.47
Corrections	305	19.68	374	21.31
Economic Development	31	23.68	36	20.93
Elementary & Secondary Education	73	20.43	77	22.85
Health	64	22.48	64	24.16
Higher Education	0	-	1	8.58
Highway & Transportation	0	-	2	26.58
Insurance	18	19.88	19	22.38
Judiciary	83	23.47	122	24.62
Labor & Industrial Relations	24	20.46	33	25.05
Legislature	7	30.65	17	29.60
Mental Health	221	22.54	233	23.05
Natural Resources	57	26.38	78	24.44
Office of Administration	88	25.74	81	26.52
Public Safety	62	18.94	79	19.66
Revenue	37	24.12	66	27.22
Social Services	253	23.80	207	23.74
State Public Defender	9	23.55	18	25.13
TOTALS	2,363	22.42	1,558	23.40

- **Average Service for New Retirees** (from active service): 23.4 years in FY15
- **10 Years Ago:** 18.7 years in FY05

RETIRED

from active service

Final Average Pay at Retirement of New Retirees

As of June 30 of each year

Department Name	FY14 Average FAP*	FY14 Average FAP* Annualized	FY15 Average FAP*	FY15 Average FAP* Annualized
Agriculture	\$4,039.16	\$48,469.92	\$3,400.16	\$40,802.01
Conservation	\$3,912.93	\$46,955.16	\$4,304.87	\$51,658.46
Corrections	\$2,869.47	\$34,433.64	\$2,890.86	\$34,690.35
Economic Development	\$3,370.69	\$40,448.28	\$3,687.40	\$44,248.87
Elementary & Secondary Education	\$2,858.46	\$34,301.52	\$3,250.06	\$39,000.72
Health	\$3,353.87	\$40,246.44	\$3,722.14	\$44,665.70
Higher Education	-	-	\$2,701.17	\$32,414.04
Highway & Transportation	-	-	\$4,033.73	\$48,404.76
Insurance	\$5,619.42	\$67,433.04	\$3,825.66	\$45,908.03
Judiciary	\$2,799.69	\$33,596.28	\$3,154.86	\$37,858.34
Labor & Industrial Relations	\$3,133.70	\$37,604.40	\$3,034.47	\$36,413.76
Legislature	\$3,432.22	\$41,186.64	\$4,070.19	\$48,842.32
Mental Health	\$3,334.04	\$40,008.48	\$3,223.23	\$38,678.85
Natural Resources	\$3,415.73	\$40,988.76	\$3,456.86	\$41,482.42
Office of Administration	\$3,791.42	\$45,497.04	\$3,864.30	\$46,371.69
Public Safety	\$3,103.77	\$37,245.24	\$3,110.18	\$37,322.22
Revenue	\$2,939.61	\$35,275.32	\$3,008.53	\$36,102.41
Social Services	\$2,889.98	\$34,679.76	\$2,914.25	\$34,971.06
State Public Defender	\$3,277.38	\$39,328.56	\$5,264.55	\$63,174.66
TOTALS	\$3,154.90	\$37,858.81	\$3,227.43	\$38,729.13

- **Average FAP for New Retirees** (from active service): \$3,227.43 in FY15

*This is the average of all new retirees' final average pay (FAP). FAP is defined as the average of the employee's highest 36 full consecutive months of compensation. It is one part of the three-part formula used for calculating retirement benefits: $FAP \times Credited\ Service \times Multiplier = Monthly\ Benefit$.

RETIRED

from active service

Average Benefit Payment of New Retirees

As of June 30 of each year

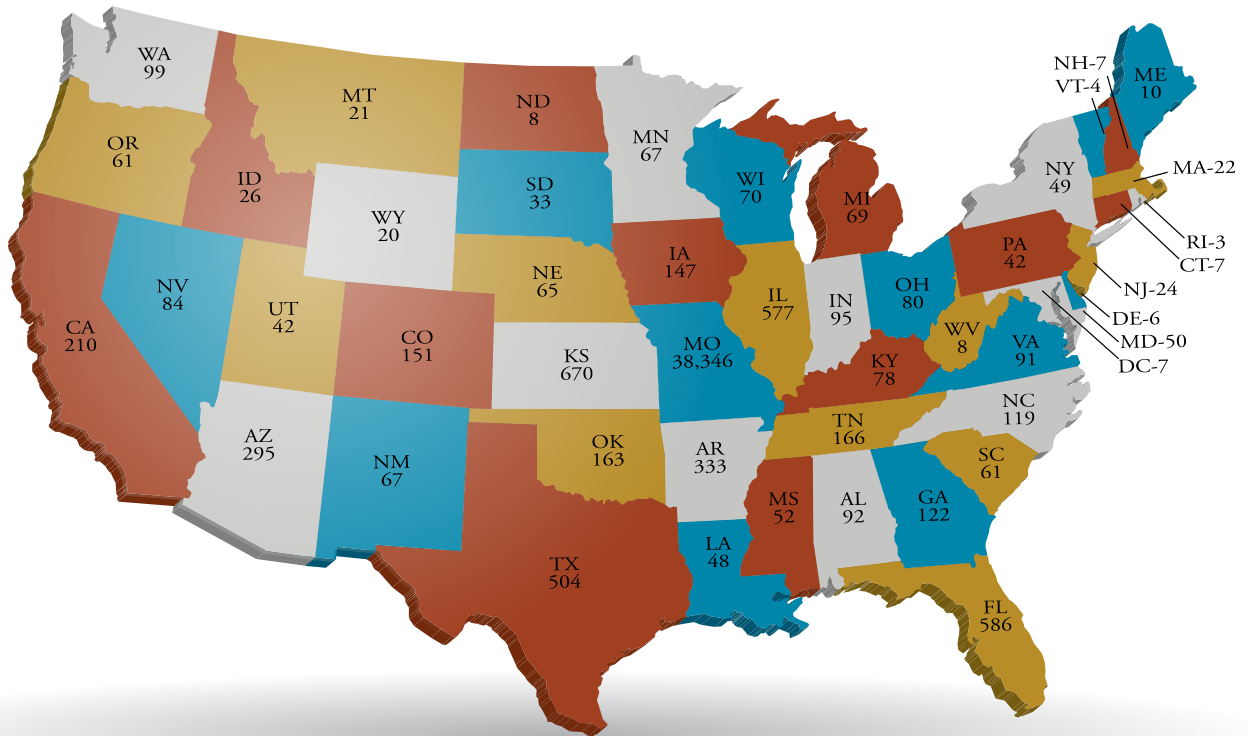
Department Name	FY14 Average Annual Benefit	FY15 Average Annual Benefit
Agriculture	\$18,917.52	\$25,811.76
Conservation	\$25,518.84	\$30,515.64
Corrections	\$13,151.64	\$14,602.44
Economic Development	\$19,075.20	\$17,327.28
Elementary & Secondary Education	\$13,430.88	\$16,618.92
Health	\$17,928.96	\$21,728.88
Higher Education	-	\$4,185.72
Highway & Transportation	-	\$23,723.76
Insurance	\$22,310.04	\$23,264.16
Judiciary	\$15,897.48	\$19,070.16
Labor & Industrial Relations	\$17,141.40	\$19,124.52
Legislature	\$24,146.04	\$29,355.36
Mental Health	\$18,360.84	\$18,366.72
Natural Resources	\$22,006.32	\$19,907.28
Office of Administration	\$24,388.92	\$25,198.08
Public Safety	\$14,251.80	\$15,118.92
Revenue	\$18,097.68	\$20,145.60
Social Services	\$17,116.32	\$17,070.96
State Public Defender	\$16,690.32	\$32,967.12
TOTALS	\$17,159.52	\$18,452.44

- **Average Annual Benefit for New Retirees** (from active service): \$18,452.44 in FY15

SUMMARY

Benefit Recipients by Location

As of June 30, 2015



Outside of the Continental U.S.

Location	Count	Location	Count	Location	Count
Alaska	14	Germany	1	Philippines	1
Hawaii	9	Guam	1	Puerto Rico	1
Army Post Office	6	India	2	Sri Lanka	1
Argentina	1	Ireland	2	Sweden	1
Australia	2	Israel	2	Thailand	1
Canada	13	Italy	2	The Netherlands	1
Colombia, South America	1	Mexico	1	United Arab Emirates	2
Costa Rica	1	Marshall Islands	1	United Kingdom	3
Czech Republic	1	P. R. China	1	Virgin Islands	2
Ecuador	1	Panama	1		

- **Nearly 90% of MOSERS retirees and their dependents remain in Missouri.** Source: FY15 CAFR p. 135
- **More than \$600 Million in pension benefits to Missouri residents annually,** (excluding BackDROP).

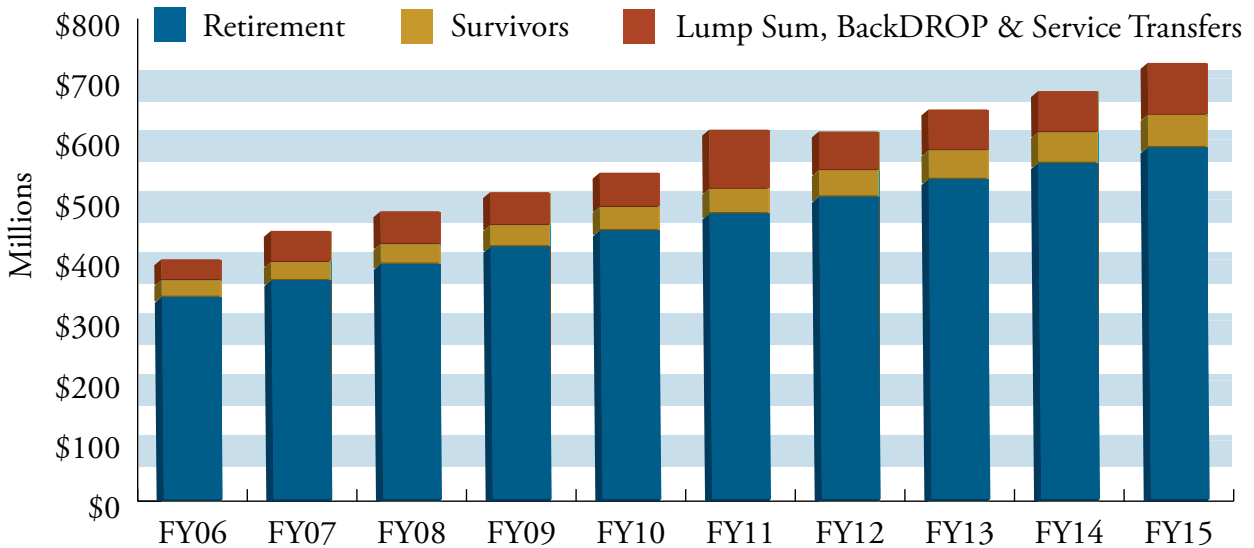
Source FY15 CAFR p. 27

SUMMARY

Benefit Payments and Refunds

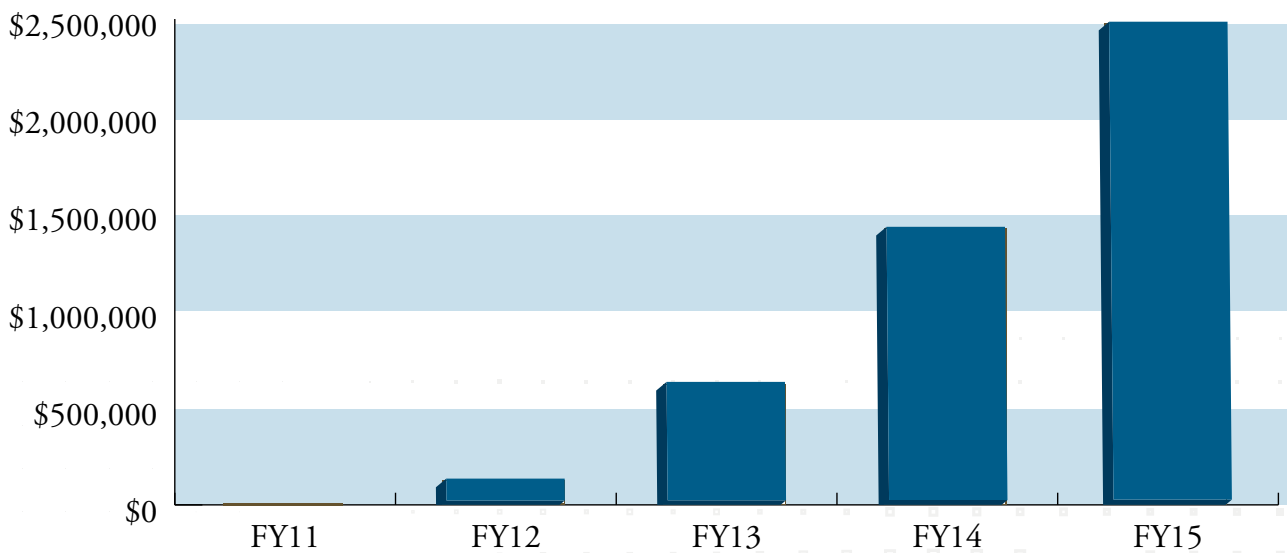
As of June 30 of each year

MSEP / MSEP 2000 / MSEP 2011 Benefit Payment Totals



Source: FY15 CAFR p. 128

Refunds of Contributions

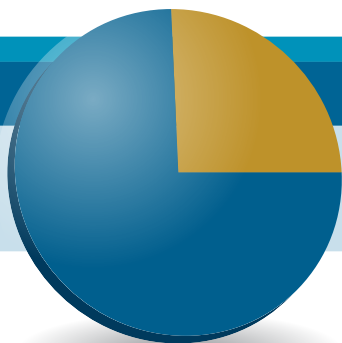


Source: FY15 CAFR p. 129

SUMMARY

Plan Information

As of June 30, 2015



FY15 Total MSEP Payroll & Benefits

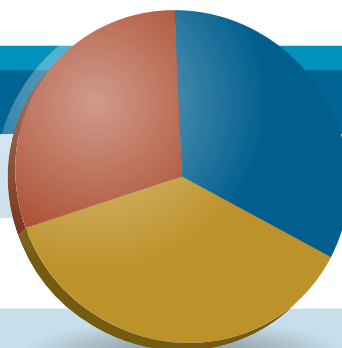
■	Covered Employee Payroll (MSEP)*	\$1,918,527,768
■	Retirees & Survivor Benefits**	\$639,554,106

TOTAL

\$2,558,081,874

**Includes ALL MSEP, MSEP 2000/MSEP 2011 members. Excludes Judicial Plan. Source: FY15 CAFR p. 50*

***Excludes BackDROP & other lump-sum payments. Source: FY15 CAFR p. 27*



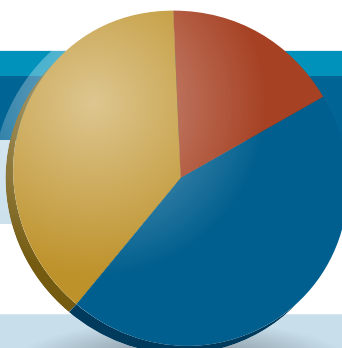
FY15 Total Active Members by Plan*

■	MSEP	33.11%	16,665
■	MSEP 2000	37.00%	18,624
■	MSEP 2011	29.89%	15,046

TOTAL

50,335

**Excludes Judicial Plan. Source: IT Report, Active Counts by Plan 6/29/15.*



FY15 Total Members

■	Active	50,385
■	Retirees & Survivors	43,503
■	Terminated-Vested	19,319

TOTAL

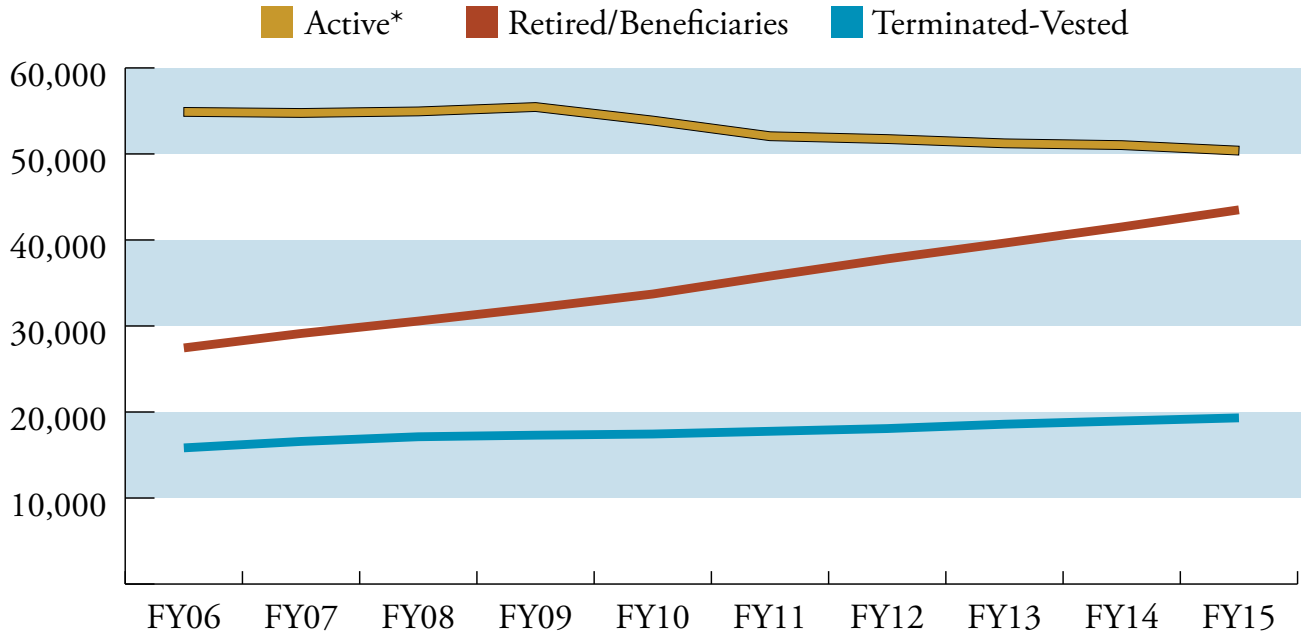
113,207

Source: FY15 CAFR p. 134. See 10-Year Membership History on next page.

SUMMARY

10 Year Membership

All MOSERS Plans as of June 30 of each year.



Fiscal Year	Active*	Retired/Beneficiaries	Terminated-Vested	Totals
2006	54,887	27,450	15,829	98,166
2007	54,763	29,129	16,578	100,470
2008	54,943	30,572	17,123	102,638
2009	55,454	32,100	17,304	104,858
2010	53,880	33,716	17,441	105,037
2011	52,059	35,801	17,757	105,617
2012	51,730	37,796	18,075	107,601
2013	51,233	39,636	18,581	109,450
2014	51,026	41,511	18,957	111,494
2015	50,385	43,503	19,319	113,207

**Excludes members on leave of absence and long-term disability.
Source: FY15 CAFR p. 134*

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